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## Occupational Safety and Health Employees at PT. PLN Area of Gorontalo City

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### **Abstract:**

This study aims to determine the extent of the provision of employee Occupational Safety and Health programs at PT PLN Gorontalo City. This study involved 86 people as respondents, the results showed that the health and safety mechanism can create a safe working environment and can create quality, reliable, superior and competitive human resources so as to increase work productivity and the goals of the company will be achieved. in accordance with the company's vision and mission.

**Keywords:** *Organizational Climate, Work Productivity, Year of Politics, ASN.*

Work Productivity can be done or developed by empowering Human Resources (Sutrisno, 2009). This certainly indicates that the importance of employee empowerment includes the safety and health of employees at work. Occupational Safety and Health (K3) in the business world because workplace accidents not only cause death but affect productivity. Minister of Manpower and Transmigration, Muhaimin Iskandar said, based on data in 2011 there were 96,314 cases of accidents with 2,144 people dead and 42 disabled.

Minister of Manpower No. Kep 463 / Men / 1993 concerning the Pattern of the National Movement for Civilizing

Occupational Safety and Health which was followed by the 2015 K3 National Vision for Indonesian Culture in K3 which is always disseminated to the entire community. Occupational Safety and Health (K3) is a program system created for workers and employers as an effort to prevent (preventive) the emergence of workplace accidents and diseases due to work relations in the work environment by identifying things that have the potential to cause workplace accidents and illnesses due to work relations as well as anticipatory actions in the event of such a thing.

The relationship between occupational safety and health and work

productivity is in the same direction. This means that when the occupational safety and health program (K3) gets better, the impact on work productivity is getting better too. This is as expressed by Hariandja in Ukhisia (2013: 96) that if a company cares about the existence and welfare of its employees, then employees will increase their work productivity towards the company. One of the factors that influence employee productivity is occupational safety and health (K3). K3 program is an important aspect in an effort to improve employee welfare and productivity. If the level of work safety is high, then accidents that cause illness, disability, and death can be reduced as little as possible. If work safety is low, it will adversely affect health, resulting in decreased productivity.

The focus of this study is on PT PLN Gorontalo City. This is based on preliminary observations found that problems related to work productivity are lack of achievement compared to predetermined targets. The achievement of these targets can be seen from the length of time the electricity crisis occurred in Gorontalo City at the end of 2015 and the beginning of 2016. The target of 2 weeks of repairs was not able to be achieved due to rotating blackouts which continued to occur at that time for Gorontalo City community. This is presumably due to things that are still less related to occupational safety and health.

The most crucial problem, which is related to safety, is that there have been good use of tools and infrastructure but

some cases have sometimes been made by workers. So this will result in work accidents that can threaten the safety of workers who are employees of PT PLN Gorontalo City. Then related to health, many employees feel that health insurance is difficult to claim so that existing social security services are rarely used by employees.

## **METHOD**

This study uses a narrative approach and literature study with the aim of describing what occupational safety and health services are provided by the company PT. Gorontalo City Area PLN for its employees.

## **DISCUSSION**

Experience or desire of employees in carrying out work activities at PT. Gorontalo City PLN will produce an employee assessment of the level of security for each job carried out, if the occupational health and safety level in the company is appropriate in accordance with the established safety standards, the employee will provide a positive assessment of the occupational health and safety level and the employee will still feel comfortable and safe working at PT. Gorontalo City PLN. From these conditions, it is obtained that there is an increase in the work productivity of employees that is increasingly large so that it will automatically achieve the vision and mission of the company.

Labor protection covers several aspects and one of them is safety protection, the protection is intended to make the workforce safely carry out their daily work to increase production and productivity. The workforce must obtain protection from various problems around it and on him that can override or disturb him and carry out his work.

According to Barthos (2009) worker welfare is one of the goals to be achieved in the business world and government agencies. As in Law No. 1 of 1970, basically work safety is a basic provision in the field of safety and occupational health. The Law explicitly states that the scope of occupational safety and health includes labor, tools and materials, the environment, the production process, the nature of work and how it works.

## CONCLUSION

Regarding safety, there have been good use of tools and infrastructure, but some cases have sometimes been made wrong by workers. So this will result in work accidents that can threaten the safety of workers who are employees of PT PLN Gorontalo City. Then related to health, many employees feel that health insurance is difficult to claim so that existing social security services are rarely used by employees.

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